

# PAUL P. TINNING

Arbitrator/Factfinder/Mediator

33881 Springlake Drive

Scappoose, OR 97056

(503) 543-9719

## EXPERIENCE

**Private:** Aerospace; Agriculture; Lumber/Products; Retail; Manufacturing; Utilities; Construction; Paper/Printing; Airlines; Machinery/Metal Trades; Cannery/Food Processing; Hospital/Health Care Facilities; Transportation; Shipyard; Communications; Electrical; Auto; Service; Mining; Electric Equipment; Maritime; Textile; Hotel/Restaurant; Nuclear Energy; Furniture; Cement; Chemical; Plumbing/Steamfitting; Bakery; Beverages.

**Public:** Education; Federal; State & Local; including Shipyard, Air Force, Army & Naval Facilities; Health Care Facilities; Nuclear Facilities, Panel Member, Social Security, Administration & APGE; Federal Deposit Insurance Corporations; State of Alaska Arbitration Panel.

## ISSUES

Absenteeism, Arbitrability; Failure to Bargain; Work Assignment, Bargaining Unit Work, Demotion; Discharge; Discipline; Discrimination; Environmental Pay; Health & Welfare; Holidays & Holiday Pay; Incentive Rates/Standards Job Class; Job Evaluation; Job-Posting & Bidding; Layoff; Bumping & Recall; Management Rights; Contract Terms; Overtime; Past Practice; Rate of Pay; Reporting/Call-in Pay; Safety Schedule of Work; Seniority; Subcontracting; Transfer; Union Business; Vacation/Vacation Pay; Work Performance, Work Conditions; Promotions.

## FACTFINDING INTEREST ARB

Education (Elementary, Secondary, Higher); Police; Firefighters; Custodial; State; County, Local.

## BACKGROUND

Board Member, Oregon Employment Relations Board Director/Professor, University of Hawaii, Institute of Labor Management Relations Director, Oregon State Conciliation Service Factfinder/Arbitrator, Hawaii Public Employment Relations Board Mediator, New Jersey State Board of Mediation, State of Alaska, Dept. of Administration, Division of Labor Relations, including recent appointment to the Boise Cascade Arbitration Panel.

## EDUCATION

Rutgers University (BA)  
Lewis & Clark (Northwestern College of Law – 2 years)

## FEES

\$700 Day (Hearing, Travel, Study/Research & Write-up)

Cancellation:  
\$700 if less than 48 hours' written notice  
\$350 if more than 48 hours' written notice

## EXPENSES

Transportation, Meals/Lodging, Secretarial, Communications, Postage

OCCUPATION: PROFESSOR

## ADDRESS:

## (BUSINESS):

UNIVERSITY OF ARIZONA  
DEPARTMENT OF ECONOMICS  
McCLELLAND HALL 401  
P.O. BOX 210108  
TUCSON, AZ 85721-0108  
TEL: (520)621-1639; FAX: (520)621-8450  
E-MAIL: [JAMESM@ELLER.ARIZONA.EDU](mailto:JAMESM@ELLER.ARIZONA.EDU)

## (HOME):

3771 E. GIBBON MOUNTAIN PL.  
TUCSON, AZ 85718-2318  
(520)577-3578

PROFESSIONAL AFFILIATIONS: NAA;

AEA; AREA; IRRA

## GENERAL EXPERIENCE

TEACHING COURSES IN ECONOMICS AND INDUSTRIAL RELATIONS SINCE 1968.  
DIRECTOR, UNIVERSITY OF ARIZONA'S ANNUAL LABOR-MANAGEMENT CONFERENCE  
1970-2000. OVERSEAS ASSIGNMENTS: DEAN, COLLEGE OF BUSINESS AND  
MANAGEMENT, UNIVERSITY OF SHARJAH, UAE (2000-2004). UNIVERSITY OF ARIZONA  
STUDY ABROAD PROGRAM, LONDON (1991-1992).

## ARBITRATION EXPERIENCE:

## ISSUES:

ABSENTEEISM, ALC & DRUG ABUSE, ARBITRABILITY, WORK-ASSIGN, BARG UNIT  
WORK, DISCHARGE/DISCIPLINE, DISCRIM, HEALTH AND WELFARE, HOLIDAYS & HOL  
PAY, INCENTIVE RATES/STDS JOB CLASS, JOB EVALUATION, JOB POSTING & BIDDING,  
JURISTITION, LAYOFF, BUMPING & RECALL, MGMT RTS, CONTRACT TERMS,  
OVERTIME, PAST PRACTICE, PROMOTIONS, RATE OF PAY, RIF, REPT, CALLIN-CALLBACK  
PAY, SAFETY, SCHED OF WORK, SENIORITY, SUBCONTR, TRAINING, TRANSFERS,  
UNIO N ELECTIONS, UNIT CERTIFICATION ISSUES, VACATIONS & VAC PAY, WAGES,  
WORK PERF, WORK COND

## INDUSTRIES:

AGRIC, AIRLINES, AUTO, BAKERY, CEMENT, CHEM, CLOTHING, COAL,  
COMMUNICATIONS, CONSTR, EDUC, ELEC. EQUIP, FED SEC GRV, FED SEC INT, FOOD,  
FOUNDRY, HEALTHCARE, LOC GOVT, LUMBER, MACH, MANUF MISC, MEAT PACKING,  
METAL FABRICATION, MINING, ORGAN, PETRO, POLIC & FIRE, PRINT & PUBL, PRIV SEC  
INT, PUB SEC GRV, PB SEC INT, PULP & PAPER, RUBBER, SERV, STEEL, STONE,  
TRANSPORTATION, TRUCK & STOR, UTILITIES

## PRIVATE/PUBLIC SECTOR AGENCY ROSTERS:

FMCS  
NATL MED BD  
PHOENIX ERB

## EDUCATION:

AB	ECONOMICS	LASALLE UNIVERSITY (PHILADELPHIA), 1963
MA	ECONOMICS	UNIVERSITY OF ILLINOIS (CHAMPAIGN/URBANA), 1965
PhD	ECONOMICS	UNIVRSITY OF ILLINOIS (CHAMPAIGN/URBANA), 1968

PER DIEM FEE: \$700.00 HAS CANCELLATION FEES